



Summary Judgment: The Bad, The Ugly . . . And The Good!

October 14–15, 2016

Cincinnati Marriott at RiverCenter Hotel
Covington, KY

Join Us!

Overcoming summary judgment remains the central battle in the struggle to find justice for employees who have faced unlawful treatment in the workplace. Motions for summary judgment are more likely to be filed and granted in employment cases than in any other type of civil case filed in federal court, and grants of summary judgment rarely are overturned on appeal. Despite dedicated efforts to enforce the well-settled rules governing summary judgment, plaintiffs' employment cases still can be derailed by adverse credibility inferences, the improper weighing of the evidence, and those oh-so-pernicious "problem doctrines," so we must be prepared. Join us for **Summary Judgment: The Bad, The Ugly . . . And The Good!**, and let our accomplished faculty identify the tricks and traps to avoid, and provide you the tips and techniques you need to make your case summary judgment-proof!

The National Employment Lawyers Association (NELA) is the largest professional membership organization in the country comprising lawyers who represent workers in labor, employment, and civil rights disputes. NELA advances employee rights and serves lawyers who advocate for equality and justice in the American workplace. The more than 4,000 members of NELA and its 69 circuit, state, and local Affiliates are committed to working on behalf of those who have been treated illegally in the workplace.

Registration

The early-bird registration fee for the seminar is \$575 for NELA members and \$825 for non-members. **Registration must be postmarked, received via facsimile or email, or completed online on or before September 23, 2016 to qualify for this rate.** From September 24 to October 13, 2016 the registration fee is \$625 for NELA members and \$875 for non-members. On-site registration (subject to space availability) is \$725 for NELA members and \$975 for non-members. A reduced fee of \$525 is available to NELA paraprofessional members and NELA members who are staff attorneys of legal services, public interest, and government organizations who register by September 23, 2016; registration after September 23, 2016 and on-site (subject to space availability) is \$575. A special rate of \$275 will be offered to NELA Law Student Members. Daily registration of \$375 is offered for Friday, October 14, 2016 and Saturday, October 15, 2016 to NELA members only. The full registration fee includes attendance, the online seminar manual, two continental breakfasts, a luncheon, refreshments, and a reception. Daily registration fees include attendance for the registered day, the online seminar manual, and all scheduled food functions. Attendance on a daily registration basis will be strictly enforced.

Directory Of Participants

Participants who register on or before September 26, 2016 will be listed in the printed "Directory of Participants" for the seminar.

Payment

Registration fees and purchase of the online seminar manual can be paid by credit card (American Express, DiscoverCard, MasterCard, or VISA), or check made payable to NELA. You may register and purchase the seminar manual online at www.nela.org. Receipt of registration forms will be confirmed via email for individuals who provide an email address, otherwise confirmations will be sent via facsimile.

Cancellation Policy

Cancellations for the seminar must be submitted in writing to NELA. **Registrants who cancel in writing on or before September 30, 2016 will receive a refund minus a \$50 administrative charge.** Those who cancel after this date and no-show registrants will not receive a refund, but will have access to the online seminar manual. You may notify NELA of your cancellation via facsimile ((866) 593-7521) or email (nelahq@nelahq.org).

Continuing Legal Education Credit

Registrants who wish to receive credit towards mandatory continuing legal education requirements or specialist certification should supply the necessary forms to the Registrar at the time of the seminar. NELA will provide certificates of attendance for the seminar, but registrants will be responsible for submitting the appropriate documents to their jurisdictions and for any filing fees associated with their CLE applications. **Summary Judgment: The Bad, The Ugly . . . And The Good!** has been approved for 12.50 credits (based on 60 minutes) by the State Bar of California. NELA certifies that the seminar conforms to the standards for approved activities prescribed by the rules and regulations of the State Bar of California governing minimum continuing legal education. NELA is an approved continuing legal education provider in California, Oklahoma, Pennsylvania, South Carolina, and Vermont. To contact your CLE administrator for more information about your local rules, please visit www.cle.org/index.asp.

Hotel Accommodations

The **Cincinnati Marriott at RiverCenter** is the host hotel for the seminar. The hotel is located at 10 W. Rivercenter Boulevard in Covington, KY. A limited block of rooms has been reserved at the Cincinnati Marriott at RiverCenter at the rate of \$149 for single or double occupancy (plus applicable taxes). To make hotel reservations by telephone, contact Marriott Hotels toll-free at (800) 228-9290. To ensure that you receive the group rate when making reservations by telephone, identify yourself as part of the “National Employment Lawyers Association/NELA” room block at the Cincinnati Marriott at RiverCenter. The hotel has also created a special website for seminar attendees to make their hotel reservations online: <https://resweb.passkey.com/go/nela2016fallseminar>. A credit card or deposit equal to one night’s stay is necessary to guarantee hotel reservations. Registrants are responsible for their hotel reservations. **Reservations must be made no later than Friday, September 23, 2016 by 5:00 p.m. Eastern in order to receive the group rate.** The group rate will be honored three days prior to and after the seminar dates based on availability. Hotel guests who check-out prior to their reserved check-out date will be charged an early departure fee equal to one night’s room and tax. You may cancel your reservation 24 hours prior to arrival without penalty.

Online Seminar Manual

The online seminar manual will be offered to registered participants no later than October 3, 2016. A valid email address must be provided in order to receive the online seminar manual. Wi-Fi will be available in the seminar’s meeting room at the Cincinnati Marriott at RiverCenter, but we encourage you to bring your laptop or tablet with your seminar materials pre-loaded as doing so will expedite your access to the materials.

All registered participants will be able to access the manual before, during, and after the seminar. This format allows you access to the latest information, whether you are in the office or traveling. It also enables you to review the materials prior to arriving at the seminar to maximize your learning experience.

- ▶ **Prior to the seminar**, registered participants will receive an email announcing when the manual is available online for download. You may print it out in advance at your convenience.
- ▶ **On-site at the seminar**, you may visit the hotel’s business center to print the materials you need on-site (at your own expense).
- ▶ **After the seminar**, the manual and any supplemental materials received after the seminar will be available online to registered participants for a limited time.

Please note that hard copies of the online seminar manual will not be provided, so be sure to bring your printed copy if you wish to use it for taking notes. Visit www.nela.org for the answers to “Frequently Asked Questions” (FAQs) about NELA’s eco-friendly CLE programs.

Purchasing Online Seminar Manual & Audio Recordings

The online seminar manual is available for separate purchase for \$100 for NELA members and \$200 for non-members. You will receive an email confirming your order upon purchase, and a second email 4-6 weeks after the seminar containing links to download the full set of seminar materials. To order, please visit the NELA Bookstore at www.nela.org/bookstore.



Hungry Mind Recordings will professionally record the seminar. Individual audio MP3 files and CDs will be available for purchase on-site. Audio recordings and accompanying written materials of all sessions will be available for online purchase at www.nela.org after the seminar.

The Employee Rights Advocacy[®] INSTITUTE For Law & Policy

The Employee Rights Advocacy Scholarship Program

The Employee Rights Advocacy Scholarship Program is a project of The Employee Rights Advocacy Institute For Law & Policy (The Institute), NELA's public interest organization. NELA and The Institute are committed to ensuring that NELA's nationally renowned continuing legal education programs are accessible to those who would otherwise not be able to attend without financial assistance. In this regard, we encourage applications for full or partial scholarships from legal services, public interest, and private lawyers who represent workers. Based on financial need, scholarship awards will cover the cost of the seminar registration fee, hotel expenses (room and tax for a maximum two-night stay), and/or transportation.

To apply for a scholarship, send a letter on your employer's letterhead describing: (1) your interest in attending the seminar, (2) the nature of your legal practice or the legal services you provide, (3) the workers you represent, (4) the need for financial assistance, (5) how the seminar relates to your practice and/or the clients you serve, and (6) any other information you wish us to consider. **The letter, scholarship application** (see page 10 of this brochure), **and registration form** (see pages 8–9 of this brochure) **must be received no later than Thursday, September 1, 2016**. Send all scholarship documents to The Employee Rights Advocacy Institute For Law & Policy, 2201 Broadway, Suite 402, Oakland, CA 94612, Attention: Scholarship Committee. Scholarship documents also may be sent via facsimile ((866) 593-7521), or email (info@employeeightsadvocacy.org).

Please note the following:

- ▶ Preference will be given to applicants who provide direct legal services to workers.
- ▶ Scholarships are not transferable.
- ▶ All applicants will receive notification that their application has been received, and whether it has been granted or denied. Those receiving scholarships will be sent written confirmation at least three (3) weeks in advance of the seminar. Applicants who do not receive notification two (2) weeks before the seminar should contact NELA to inquire about the status of their application. Scholarships will not be awarded retroactively, and applications will not be considered after the deadline of September 1, 2016. Incomplete applications will not be considered. Scholarship recipients will receive payment after submitting receipts for eligible expenses and an evaluation form. Scholarship recipients who do not attend the seminar will forfeit their scholarship award.

We welcome your financial support of The Institute's Employee Rights Advocacy Scholarship Program. Your contribution toward making NELA's renowned continuing legal education programs more accessible to employee advocates is deductible as a charitable donation to the extent provided by law. Please see page 9 of this brochure to make your gift, or contact Leah A. Hofkin, NELA and The Institute's Director of Development (Tel: (415) 296-7629; Email: lhofkin@employeeightsadvocacy.org).

NELA and The Employee Rights Advocacy Institute For Law & Policy gratefully acknowledge the Kazan McClain Partners' Foundation, NELA members, and other individuals for their generous support of The Employee Rights Advocacy Scholarship Program.

PROGRAM

FRIDAY, OCTOBER 14, 2016

7:30–9:00 a.m. Registration & Continental Breakfast

8:45–9:00 a.m. Welcome & Opening Remarks

Alicia K. Haynes, NELA President & Matthew C. Koski, NELA Program Director*

9:00–10:30 a.m. Winning The Framing Fight At Summary Judgment: Pretexts, Motivating Factors & Convincing Mosaics

*Moderator/Speaker: Rebecca M. Pontikes**

Speakers: Amanda Farahany, Rebecca L. Salawdeh & Professor Sandra F. Sperino**

A big part of prevailing at summary judgment involves effectively aligning the applicable evidentiary framework with the particular facts of your case. Despite the U.S. Supreme Court's ruling in *Desert Palace v. Costa*, many courts continue to use the direct/indirect evidence framework and apply *McDonnell-Douglas* as a matter of course at summary judgment. In some recent cases, however, other courts have expressed doubts about the utility of *McDonnell-Douglas*, and instead have shifted their focus—more properly—to the employer's burdens. Our panelists will discuss the strengths and weaknesses of these different frameworks and suggest strategies for getting the court to accept the framing that is most advantageous to your client.

10:30–10:45 a.m. Break

10:45 a.m.–12:00 p.m. Developing A Discovery Plan For Defeating Summary Judgment

*Moderator/Speaker: Joseph D. Garrison**

Speakers: Alice W. Ballard & Heather Newsom Leonard

Organizing a comprehensive discovery plan as early as possible in the case and carefully implementing it is essential to overcoming a motion for summary judgment. Our panelists will provide a roadmap to bring with you to the Rule 16 conference that will help you acquire the factual support you need to get your client's claims before a jury, as well as advice on how to navigate past the roadblocks that defendants commonly erect during discovery.

12:00–1:15 p.m. Luncheon & Keynote Address By The Honorable Nathaniel R. Jones*

NELA is privileged to welcome The Honorable Nathaniel R. Jones as our Keynote Speaker for the seminar. In 1979 Judge Jones was appointed to the U.S. Court of Appeals for the Sixth Circuit by President Jimmy Carter, and he retired from the court in 2002. Judge Jones' distinguished career of civil service and civil rights activism has included positions as the Executive Director of the Fair Employment Practices Commission of the City of Youngstown, Ohio; as Assistant United States Attorney for the Northern District of Ohio in Cleveland; and 10 years as general counsel of the NAACP.

1:30–2:45 p.m. Overcoming Summary Judgment In Harassment & Hostile Work Environment Cases

*Moderator: Geraldine Sumter**

Speakers: Scott M. Pollins & Elizabeth A. Rodgers**

Our experts will examine the unique obstacles to overcoming summary judgment in these often factually complex and legally demanding cases. They will review the state of the law regarding the "severe or pervasive" and "tangible employment action" standards, and discuss the ways in which the U.S. Supreme Court's adoption of a restrictive definition of "supervisor" in *Vance v. Ball State* has tipped the scales against victims of workplace harassment.

2:45–4:00 p.m. Defeating Summary Judgment In ADA & FMLA Cases

Moderator: Dara S. Smith

Speakers: Christine T. Elzer & Lorrie F. McKinley

Claims that arise under the Americans with Disabilities Act and Family and Medical Leave Act often take a different form and have elements distinct from claims arising under other employment laws. Our panelists will help you understand these differences, identify the pitfalls to avoid when bringing claims under these statutes, and survey common defense tactics that are used to derail these cases at summary judgment.

4:00–4:15 p.m. Break

4:15–5:00 p.m.

To Move Or Not To Move: That Is The Question

Speakers: Reena I. Desai & Jason P. Hungerford

This panel will explore the various considerations in moving for summary judgment from the plaintiff's perspective, either on a *prima facie* case or affirmative defense, in different types of employment cases.

5:00–6:30 p.m.

Reception

Co-sponsored by The Employee Rights Advocacy Institute For Law & Policy.



SATURDAY, OCTOBER 15, 2016

7:30–9:00 a.m.

Registration & Continental Breakfast

9:00–10:15 a.m.

A View From The Bench: The Judge's Perspective On Summary Judgment

Moderator: Alicia K. Haynes*

Speakers: The Honorable Susan J. Diott* & The Honorable Abdul K. Kallon*

Join us for an in-depth discussion of the summary judgment process from the judge's perspective. Our distinguished jurists will share their views on Rule 56 in employment cases. By learning how judges review summary judgment, you will improve the ways in which you brief and argue these motions, and find out what tactics to avoid in order to stay on the right side of the judge in your cases.

10:15–10:30 a.m.

Break

10:30–11:30 a.m.

The Problem Doctrines

Speakers: Paula Greisen* & Margaret A. Harris*

Our panelists will give you the good and the bad in the world of the problem doctrines, including "stray remarks," and the "same actor" and "same protected class" inferences. They also will address the increasingly restrictive definitions of "similarly-situated" comparators, the troubling re-emergence of "pretext-plus," the "HR Manager" exception, and other defense tactics. Our veteran practitioners will share advice on how to respond when the defendant raises these issues in your case.

11:30 a.m.–1:00 p.m.

Lunch (On Your Own)

1:00–1:45 p.m.

Attacking The "Honest Belief" & "Business Judgment" Defenses

Speakers: Charles E. Guerrier & David L. Lee

These two "problem doctrines" are so pernicious that they have earned their own panel. Our presenters will provide you with the state of the law regarding these increasingly prominent arguments, and suggest tactics that you can use to ensure that they do not derail your case at summary judgment.

1:45–2:45 p.m.

Just The Facts On Creating Persuasive Fact Sections

Speakers: M. Nieves Bolanos* & Kelly Mulloy Myers

Regardless of how your jurisdiction requires fact sections to be organized at summary judgment, our experts will provide tips and strategies for ensuring that your client's story is presented in the most persuasive manner possible.

2:45–3:00 p.m.

Break

3:00–4:30 p.m.

Putting It All Together: Effective Written & Oral Summary Judgment Advocacy

Moderator/Speaker: Bruce A. Fredrickson*

Speakers: Donna L. Harper* & Richard M. Schall

Too many summary judgment motions are lost because plaintiffs' attorneys are trying to "win" their cases, rather than simply defeat summary judgment. This panel will weave together the threads that have been discussed during the seminar and present the keys to avoiding this problem, as well as how to draft your brief persuasively and argue your position effectively at oral argument.

4:30–5:30 p.m.

Understanding The Art Of The Appeal In Summary Judgment Cases

Speaker: Professor Eric Schnapper

Because summary judgment is so often granted in employment cases, it is inevitable that at some point you will be standing before a court of appeals panel arguing that the district court's decision should be reversed. Accomplished U.S. Supreme Court and appellate advocate Professor Eric Schnapper will close the seminar by identifying the important ways in which briefing and argument must be approached differently at the appellate level, and by providing strategies that can help you not only get that all-important reversal, but also position you and your client to prevail on remand.



Calendar of Events

Information & Registration: www.nela.org

NELA Annual Conventions

NELA 2017 Annual Convention
June 21–24, 2017
Marriott San Antonio Rivercenter
San Antonio, TX

NELA 2018 Annual Convention
June 27–30, 2018
Chicago Hilton
Chicago, IL

NELA 2019 Annual Convention
June 26–29, 2019
New Orleans Marriott
New Orleans, LA

NELA 2020 Annual Convention
June 24–27, 2020
Philadelphia Marriott Downtown
Philadelphia, PA

NELA offers online learning programs at www.nela.org.

Purchase individual sessions from previous NELA CLE programs for \$25 each or purchase an entire course e-manual.

Specialty bundles are also available. Each session includes audio and speaker papers in PDF format.
Go to www.nela.org, click on the Education Tab, then SeminarWeb.



Summary Judgment: The Bad, The Ugly . . . And The Good!

Program Committee

Alice W. Ballard, Law Office of Alice W. Ballard, PC, Philadelphia, PA**
Matthew C. Koski, National Employment Lawyers Association, Oakland, CA
Heather Newsom Leonard, Heather Leonard, PC, Birmingham, AL**
Kelly Mulloy Myers, Freking Myers & Reul LLC, Cincinnati, OH**
Richard M. Schall, Schall & Barasch, LLC, Moorestown, NJ**

Faculty

M. Nieves Bolanos, Robin Potter & Associates, PC, Chicago, IL*
Reena I. Desai, Nichols Kaster, PLLP, Minneapolis, MN
The Honorable Susan J. Dlott, United States District Court, Southern District of Ohio*
Christine T. Elzer, Elzer Law Firm, LLC, Pittsburgh, PA
Bruce A. Fredrickson, Webster & Fredrickson, PLLC, Washington, DC*
Amanda A. Farahany, Barrett & Farahany, LLP, Atlanta, GA*
Joseph D. Garrison, Garrison, Levin-Epstein, Fitzgerald & Pirrotti, PC, New Haven, CT*
Paula Griesen, King & Greisen, LLP, Denver, CO*
Charles E. Guerrier, Haynes & Haynes, PC, Birmingham, AL
Donna L. Harper, Sedey Harper Westhoff, PC, St. Louis, MO*
Margaret A. Harris, Butler & Harris, Houston, TX*
Alicia K. Haynes, Haynes & Haynes, PC, Birmingham, AL*
Jason P. Hungerford, Nichols Kaster, PLLP, Minneapolis, MN
The Honorable (Ret.) Nathaniel R. Jones, United States Court of Appeals for the Sixth Circuit*
The Honorable Abdul K. Kallon, United States District Court, Northern District of Alabama*
David L. Lee, Law Offices of David L. Lee, Chicago, IL
Lorrie F. McKinley, McKinley & Ryan LLC, West Chester, PA
Scott M. Pollins, Pollins Law Firm, Philadelphia, PA*
Rebecca M. Pontikes, Pontikes Law, LLC, Boston, MA*
Elizabeth A. Rodgers, Rodgers, Powers & Schwartz, LLP, Boston, MA*
Rebecca L. Salawdeh, Salawdeh Law Office, LLC, Wauwatosa, WI
Professor Eric Schnapper, University of Washington School of Law, Seattle, WA
Dara S. Smith, AARP Foundation Litigation, Washington, DC
Professor Sandra F. Sperino, University of Cincinnati College of Law, Cincinnati, OH*
Geraldine Sumter, Ferguson Chambers & Sumter, PA, Charlotte, NC*

**Also a faculty member.

*Invited but not confirmed.

REGISTRATION FORM

I wish to register for the National Employment Lawyers Association's 2016 Fall Seminar on October 14–15, 2016 at the Cincinnati Marriott at RiverCenter in Covington, KY. I have read and agree to all terms and conditions applicable to seminar registration.

To join the National Employment Lawyers Association, or to renew your membership, please visit www.nela.org or call (415) 296-7629.

Please complete both sides of this form and return to:
National Employment Lawyers Association
2201 Broadway, Suite 402, Oakland, CA 94612.

Phone: (415) 296-7629; Fax: (866) 593-7521; Email: nelahq@nelahq.org.
You are invited to register online using American Express,
DiscoverCard, MasterCard, or VISA
credit cards at www.nela.org.

NELA MEMBER SEMINAR REGISTRATION FEES

Full Seminar Registration Rates

- ☐ \$575 NELA Member Early-Bird Registration
Postmarked, received via facsimile or email, or completed online on or before September 23, 2016.
- ☐ \$525 Reduced Registration Legal Services/Public Interest/
Government Staff Attorneys/Paraprofessionals
Postmarked, received via facsimile or email, or completed online on or before September 23, 2016.
- ☐ \$625 NELA Member Regular Registration
From September 24–October 13, 2016
- ☐ \$575 Regular Registration Legal Services/Public Interest/
Government Staff Attorneys/Paraprofessionals
After September 23, 2016 & On-Site (subject to availability)
- ☐ \$725 NELA Member On-Site Registration (subject to availability)
- ☐ \$275 NELA Law Student Member

Daily Seminar Registration Rates

Daily registration rates are only available to NELA Members.

- ☐ \$375 Friday, October 14, 2016
- ☐ \$375 Saturday, October 15, 2016

NON-MEMBER SEMINAR REGISTRATION FEES

Full Seminar Registration Rates

- ☐ \$825 Non-NELA Member Early-Bird Registration
Postmarked, received via facsimile or email, or completed online on or before September 23, 2016.
- ☐ \$875 Non-NELA Member Regular Registration
From September 24–October 13, 2016
- ☐ \$975 Non-NELA Member On-Site Registration (subject to availability)

Please list me in the "Directory of Participants" as follows (please type or print clearly). Registration must be received on or before September 26, 2016 to be listed in the printed "Directory of Participants."

☐ This is updated membership information.

Name _____ State/Bar No. _____

Firm/Organization/Law School _____

Address _____

Address _____

City _____ State _____ Zip _____

Telephone () _____ Fax () _____

Email _____ Website _____

Please complete both sides of this form.

- ☐ I am planning to bring a laptop computer or tablet to the seminar.
- ☐ Please check if you are requesting CLE credit.
- ☐ Please check if you are requesting CLE credit from additional states and indicate the name(s) of the state(s): _____
- ☐ I wish to order vegetarian meals.
- ☐ Please designate me as a "New Member" on my name badge.
- ☐ Please specify any reasonable accommodation(s) you require (advance notice is requested): _____
I agree to assume extra charges incurred by NELA for special meal requests.
- ☐ Emergency contact information (optional):
- Name: _____ Telephone: () _____

THE EMPLOYEE RIGHTS ADVOCACY SCHOLARSHIP PROGRAM

Yes! By making the following tax-deductible contribution I wish to support The Institute's Employee Rights Advocacy Scholarship Program to ensure that NELA's 2016 Fall Seminar is accessible to employee rights advocates who could not otherwise attend.



☐ \$50 ☐ \$100 ☐ \$250 ☐ \$500 ☐ \$1,000 ☐ Other: \$ _____

PAYMENT

I wish to pay by:

- ☐ Check: Payable to the National Employment Lawyers Association
- ☐ Credit Card: ☐ American Express ☐ DiscoverCard ☐ MasterCard ☐ VISA

Name on card _____

Card number _____

Expiration date _____ CVV _____

Signature _____

Billing Address _____

Seminar Registration Fee(s) Amount \$ _____

The Employee Rights Advocacy Scholarship Program Amount \$ _____

(Your donation is tax deductible as a charitable contribution to the extent provided by law.)

Total Amount Due \$ _____

Hotel reservations must be made directly with the
 Cincinnati Marriott at RiverCenter, (800) 228-9290.
 Reservations must be made no later than
 Friday, September 23, 2016 by 5:00 p.m.
 Eastern in order to receive the group rate.

A \$30 service charge will be assessed
 for all returned checks and declined
 credit card transactions.

Please complete both sides of this form and return to:

National Employment Lawyers Association, 2201 Broadway, Suite 402, Oakland, CA 94612.

Phone: (415) 296-7629, Fax: (866) 593-7521, Email: nelahq@nelahq.org.

You are invited to register online using American Express, DiscoverCard, MasterCard,
 or VISA credit cards at www.nela.org. To join the National Employment Lawyers Association
 (NELA), or to renew your NELA membership, please visit www.nela.org/renew or call (415) 296-7629.



The Employee Rights Advocacy Scholarship Program Application

To apply for a scholarship, send a letter on your employer's letterhead describing: (1) your interest in attending the seminar, (2) the nature of your legal practice or the legal services you provide, (3) the workers you represent, (4) the need for financial assistance, (5) how the seminar relates to your practice and/or the clients you serve, and (6) any other information you wish us to consider. **The letter, this scholarship application, and a registration form** (see pages 8–9 of this brochure) **must be received no later than Thursday, September 1, 2016.** Send all scholarship documents to The Employee Rights Advocacy Institute For Law & Policy, 2201 Broadway, Suite 402, Oakland, CA 94612, Attention: Scholarship Committee. Scholarship documents also may be sent via facsimile ((866) 593-7521), or email (info@employeeightsadvocacy.org).

Name _____

Firm/Organization _____

Address _____

Address _____

City _____ State _____ Zip _____

Telephone (____) _____ Fax (____) _____ Email _____

Number Of Years In Practice _____

NELA Member? ☐ Yes ☐ No

Have you previously received a scholarship from The Institute or NELA? ☐ Yes ☐ No

I am requesting a scholarship award for the following expenses (please check all that apply). Provide an estimated amount for transportation expenses (these expenses do not include meals).

☐ Registration Fee

☐ Transportation Expenses (e.g., air fare, train fare, cab fare) Estimated Amount: \$ _____

☐ Hotel Expenses

I can attend the seminar only if I receive a scholarship for all of the expenses I checked above. ☐ Yes ☐ No

What is the annual budget for your organization or firm? _____

How did you learn about The Institute's Scholarship Program? _____

Please describe any previous participation in The Institute or NELA programs and activities. _____

Are you applying for funding to attend the seminar from additional sources? ☐ Yes ☐ No

If yes, please describe: _____

Please provide any other information you would like the Scholarship Committee to consider in the space below.

Mail, fax, or email your application to The Employee Rights Advocacy Institute For Law & Policy
2201 Broadway, Suite 402, Oakland, CA 94612, Attention: Scholarship Committee.
Fax: (866) 593-7521, Email: info@employeeightsadvocacy.org.



2201 Broadway
Suite 402
Oakland, CA 94612

Summary Judgment: The Bad, The Ugly . . . And The Good!

October 14–15, 2016

Cincinnati Marriott at
RiverCenter Hotel
Covington, KY

Early-Bird Registration Ends

September 23, 2016

Register Online: www.nela.org